



**THE RELATIONSHIP BETWEEN JOB SATISFACTION
AND JOB TURNOVER INTENTION AMONG
EMPLOYEES IN TENAGA NASIONAL BERHAD (TNB)
PASIR GUDANG**

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KAMPUS BANDARAYA**

JULY 2015

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**Submitted in Partial Fulfillment of the
Requirement for the
Bachelor of Business Administration (Hons)
Human Resources Management**

**FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA (MELAKA)
KAMPUS BANDARAYA**

JULY 2015

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION
(HONS) HUMAN RESOURCE MANAGEMENT
UNIVERSITI TEKNOLOGI MARA (MELAKA)
KAMPUS BANDARAYA**

“DECLARATION OF ORIGINAL WORK “

We, Anis Hamizah Binti Abdul Rahman, (I/C Number: 930404-10-5214) and Siti Sofia Binti Samsudin, (I/C Number: 930131-01-5052)

Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas and is not being concurrently submitted for this degree or any other degrees.
- This project paper is the result of any independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature:

(Anis Hamizah Binti Abdul Rahman)

(Siti Sofia Binti Samsudin)

Date: 01st July 2015

01st July 2015

The Head of Program
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Dear Madam,

SUBMISSION OF PROJECT PAPER

Attached is the project paper title ‘**THE RELATIONSHIP BETWEEN JOB SATISFACTION AND JOB TURNOVER INTENTION AMONG EMPLOYEES IN TNB PASIR GUDANG**’ to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi Mara.

Thank you.

Your sincerely,

ANIS HAMIZAH BT ABDUL RAHMAN
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ABSTRACT

This quantitative research aims to examine the impact of job satisfaction through working condition, work value, co-worker, and supervisor that influence job turnover intention among employees. This includes the objectives as follows, to determine the relationship between extrinsic job satisfaction and turnover intention, and also to determine the relationship between intrinsic job satisfaction and turnover intention. Most of the intention of employee to have job turnover are influence by surrounding factors such their co-worker and supervisor. These two factors are the main factor that always seen roughly by the employer. But there are other factors that influence to job turnover such working condition. The data has been collected from employees at TNB Pasir Gudang which include executive and non-executive employees by distributing questionnaire to the 128 employees that been selected randomly. The results showed that all independent variables for this study which are work value, working condition, supervisor and co-worker are significant with job turnover intention. This study is said to be beneficial to the company in order to reduce the number of employee turnover intention. Recommendation for future is also have been discussed.